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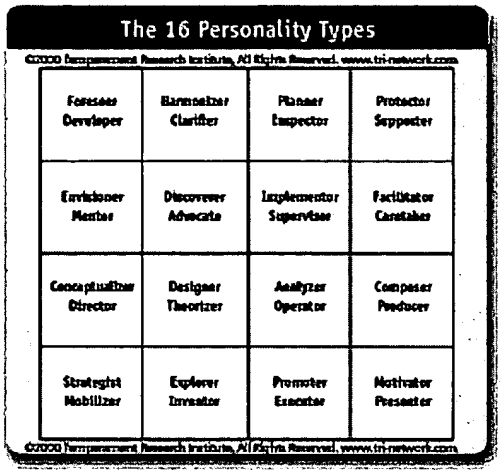
Essential Qualities of the 16 Personality Type Patterns

Linda V. Berens

The 16 Personality Types

(For a complete explanation of the sixteen personality types, see the References for The 16 Personality Types: Descriptions for Self-Discovery.)



Sixteen personality patterns have been observed over time from various perspectives and theoretical bases. Each of these patterns has a theme of its own.

We use three lenses to look at the sixteen types--**Temperament, Interaction Styles**, and **Cognitive Dynamics**. Each lens provides different information about personality. Sometimes it is useful to explore each lens on its own. Other times two lenses are used together for a more complete picture. The three lenses taken together give the fullest picture and provide the most information.

Temperament

(For a complete explanation of Temperament Theory, see the References for Understanding Yourself and Others: An Introduction to Temperament.)

Temperament Theory is based in descriptions of behavior that go back over twenty-five centuries. It tells us the "why" of behavior, our motivators, and sources of deep psychological stress. Knowing our temperament patterns tells us our core needs and values as well as the talents we are more likely to be drawn to develop. Temperament gives us four broad themes in a pattern of core psychological needs, core values, talents, and behaviors--all of which are interrelated.

The four temperament patterns also have qualities in common with each other and can be described in those terms as well.

Abstract versus Concrete language--the way we tend to think about things and the way we use words. The Idealist and Rational patterns are characterized by abstract language with a focus on intangibles--concepts, ideas, implications, and meaning. People with these patterns as primary seek to know or explain the meaning of something that is not seen in order to access information that is not obvious. The Guardian and Artisan temperament patterns are characterized by concrete language with a focus on tangibles--experiences and observations. Those with these patterns seek to get or give useful concrete information to plan for the future of take action in the present.

Affiliative versus Pragmatic roles--the way we prefer to interact with others. The Idealist and Guardian patterns are more Affiliative in nature, with a focus on interdependence, human and group effectiveness, inclusion, agreement, and sanction. The Rational and Artisan patterns are more Pragmatic in nature with a focus on independence and operational effectiveness, self-determination, autonomous actions, and expedience.

Another dimension not shown on the matrix is the focus on Structure versus Motive–where we focus our attention when interacting with others. The Rational and Guardian patterns are characterized by a focus on structure, order, and organization to gain a measure of control over life's problems and irregularities rather than be at the mercy of random forces. The Idealist and Artisan patterns are characterized by a focus on motives and why people do things in order to work with the people they are communicating with rather than trying to force them into a preconceived structure.

Of the three lenses, temperament is the broadest and each temperament pattern describes the driving force of four of the sixteen types.

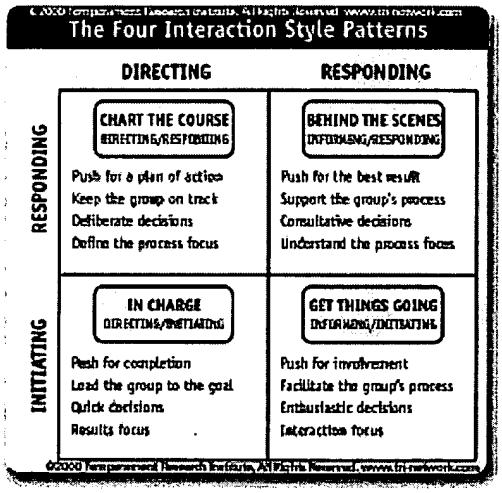
Interaction Styles

(For a complete explanation of Interaction Styles theory, see Understanding Yourself and Others: An Introduction to Interaction Styles)

Interaction Styles is based on observable behavior patterns that are quite similar to the popular social styles models and DISC(R). Interaction Styles tells us the "how" of our behavior. It refers to patterns of interaction that are both highly contextual and yet innate. Knowing our interaction style helps us locate interpersonal conflicts and situational energy drains. It gives us a map for greater flexibility in our interactions with others.

These four interaction style patterns are characterized by different interactional dynamics. Those dynamics are Directing/Informing and Initiating/Responding.

The Directing style has a time and task focus with a tendency to direct the actions of others to accomplish a task in accordance with deadlines, often by either telling or asking. Regarding motivations and process, the Directing style is explicit.



The opposite style is Informing, with a motivation and process focus. Using this style, people tend to give information in order to enroll others in the process. When a task needs to be accomplished, the Informing style engages others, describing outcomes and processes that can be used to complete the task.

Each style has its own best and appropriate use, and most people use both at different times but have more comfort with one.

Each of these patterns can also be further differentiated by another dimension–a preference for either Initiating interactions and a faster pace or for Responding to interactions and a slower pace. The four different interaction style patterns are shown in the matrix to the right.

Cognitive Dynamics

(For a complete explanation of Cognitive Dynamics, see the reference for Dynamics of Personality Type: Understanding and Applying Jung's Cognitive Processes.)

Cognitive Dynamics is based in the Jungian theory from which the Myers-Briggs Type Indicator (MBTI) is derived. Each of the sixteen types has a theme based in a unique dynamic pattern of cognitive processes and their development. Knowing our innate tendencies to use these processes in certain ways can help us release blocks to our creativity and to effective communication. This model provides us the key to growth and development.

Carl Jung's Theory of Psychological Type

In examining individual differences, Swiss psychiatrist Carl Jung differentiated two fundamentally different orientations. He noticed some people seem primarily oriented to the world outside

themselves. He called these people extraverted. He saw other people as primarily oriented to the world inside themselves. He called these people introverted. This extraverted-introverted difference is related to where you focus and recharge your energy. Then Jung noticed that people could be further distinguished by their preferred mental processes. Jung saw two kinds of mental processes used in everyday life: the process of perception (becoming aware of) and the process of judgment (organizing or deciding).

He then further differentiated two kinds of perception--Sensation and Intuition. Sensing is a process of becoming aware of sensory information. Intuiting* is a process of becoming aware of abstract pattern information and meanings. Both kinds of information are available to us, but we pay attention to only one kind at a time. Both are necessary and valuable in everyday life.

Likewise, he noted two kinds of judgment--Thinking and Feeling. Thinking judgments are based on objective criteria and are detached from personal values. Feeling judgments are based on subjective considerations and are attached to personal and universal values. Even the smallest act involves either Thinking or Feeling judgments, and both kinds of decisions are needed and valuable.

Each of these four mental processes can be used in either the external world of extraversion or the internal world of introversion, producing eight mental processes. Then Jung outlined eight psychological types, each characterized by the predominance of one of these eight mental processes (extraverted Sensing, introverted Sensing, extraverted iNtuiting, introverted iNtuiting, extraverted Thinking, introverted Thinking, extraverted Feeling, and introverted Feeling). In his writings he suggested that each of these eight dominant mental processes was supported by one of two opposing processes and that each of these eight types might vary according to which opposite mental process was used in support of the dominant. For example, the extraverted Sensing type with Thinking would be somewhat different from the extraverted Sensing type with Feeling. Thus, his notions imply sixteen type patterns, each characterized by preferences for the use of two of the eight mental processes, as shown in the table below.

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The Four Sensing Types

extraverted **Sensing**	with	introverted Thinking	(ESTP)
extraverted **Sensing**	with	introverted Feeling	(ESFP)
introverted **Sensing**	with	extraverted Thinking	(ISTJ)
introverted **Sensing**	with	extraverted Feeling	(ISFJ)

The Four iNtuiting Types

extraverted **iNtuiting**	with	introverted Thinking	(ENTP)
extraverted **iNtuiting**	with	introverted Feeling	(ENFP)
introverted **iNtuiting**	with	extraverted Thinking	(INTJ)
introverted **iNtuiting**	with	extraverted Feeling	(INFJ)

The Four Thinking Types

introverted **Thinking**	with	extraverted Sensing	(ISTP)
introverted **Thinking**	with	extraverted iNtuiting	(INTP)
extraverted **Thinking**	with	introverted Sensing	(ESTJ)
extraverted **Thinking**	with	introverted iNtuiting	(ENTJ)

The Four Feeling Types

introverted **Feeling**	with	extraverted Sensing	(ISFP)
introverted **Feeling**	with	extraverted iNtuiting	(INFP)
extraverted **Feeling**	with	introverted Sensing	(ESFJ)
extraverted **Feeling**	with	introverted iNtuiting	(ENFJ)

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Enter Measurement and the Four-Letter Code

When Isabel Myers began developing the MBTI, she faced several challenges. One challenge was the beginning of the self-report movement. Prior to that time, psychologists doubted that a self-report format would work. Also, it was a time of "measurement," and the scientific thinking of the time was to understand the world by dividing it into parts. Myers faced the challenge of keeping the holistic quality of Jung's types in the forefront, while meeting the demands of the tests and measurement world. She chose to focus on the opposites in Jung's theory. Jung said that the orientations of extraversion and introversion were dynamically opposite. You can't be in two places at one time! He also said the mental processes were dynamically opposite. Thus, one would have a preference for either Sensing or iNtuiting and Thinking or Feeling in one's day-to-day interactions. The genius of Isabel Myers (and her mother, Katharine Briggs) was to develop questions about everyday actions and choices that reflected these underlying opposing preferences.

When the preferences for each of these pairs of opposites were indicated, then the type pattern could be inferred. However, a difficulty remained in how to determine which mental process was dominant in the personality and which was auxiliary. Myers reasoned that we can more readily observe what we do externally, so she decided to add questions to try to find which preferred mental process individuals used in the external world. If they used their preferred judging process to order the external world, they would be likely to make lists and structure their time in advance. If

they used their preferred perceiving process to experience the external world, they would avoid such planning and structuring and prefer to keep things open-ended. Thus, the Judging-Perceiving scale of the MBTI was born. The resultant four-letter code is used around the world to give people insights about themselves.

Type Dynamics and Development

Type dynamics is based on the theories of Carl Jung and refers to a hierarchy of cognitive processes (Sensing, iNtuiting, Thinking, Feeling) and a preference for being either in the external world (extraversion) or the internal world (introversion). Type dynamics and type development refer to the unfolding of the personality pattern as expressed through the development of the mental processes of perception and judgment. Since the personality is a living system, it is self-organizing--self-maintaining, self-transcending, and self-renewing. Growth and development follow principles of organic development, and there is an order to the evolution of the personality.

The first cognitive process to develop and become more refined is often called the dominant. It is the favorite. The second is often called the auxiliary because it "helps" the first one. It develops second (usually between the ages of twelve to twenty). Development of the third process usually begins around age twenty and continues until age thirty-five or so. The fourth or least preferred process usually comes into play more between the ages of thirty-five to fifty. These developmental ages are general, not fixed. At these times, we find ourselves drawn to activities that engage and utilize the processes.

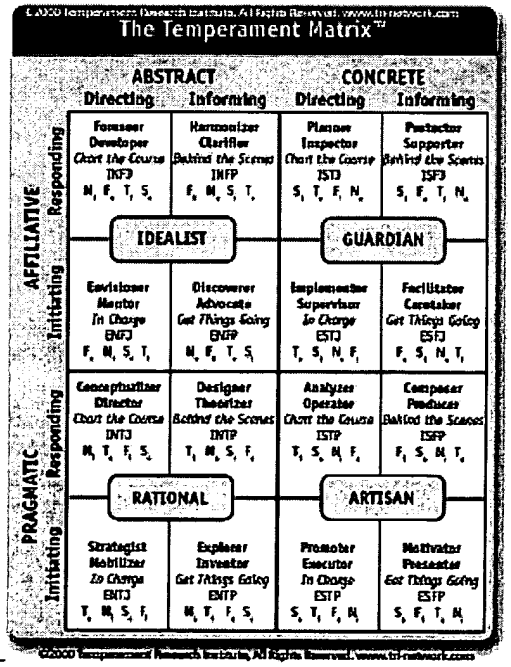
Thus we can say that development is dynamic and growing. Development in this sense is like readiness to learn to talk or to walk. We don't have to make children do these, we only need to provide models and opportunities and then stay out of the way. Development can be diverted due to environmental pressures and so is not always in this order as we develop some "proficiencies" using these cognitive processes. Still, the innate preference pattern will remain the same.

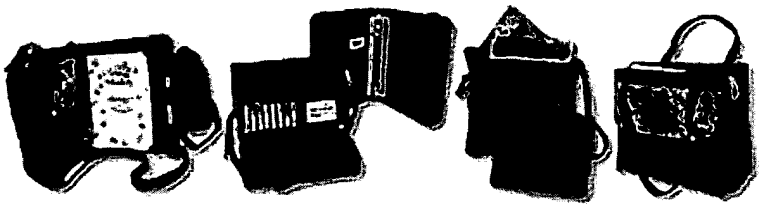
Using the MBTI®

In looking at how the models relate to the MBTI, it is important to remember that the results of any instrument are just an artificial snapshot in time. Also, an instrument is not the theory. The results of an instrument are neither the whole of a theory nor the whole of a personality. This is why ethical and competent users of the MBTI follow the person-to-person feedback standards of self-selection and validation by the client. One must not assume the results of the MBTI (or any other instrument) are 100 percent accurate. They must always be validated through an exploratory process such as we describe in this book.

How Do the Models Relate?

The temperament patterns (extended out to the four variations of each) meet Jung's theory at the level of the sixteen type patterns. The four-letter codes produced by the MBTI, when they are accurate and verified for individuals, match Keirsey's sixteen type patterns. While at first glance the matching process looks illogical, it occurs at a deep theoretical level when comparing Jung's and Kretschmer's original works. More importantly, it occurs on a descriptive, behavioral level. Following, is The Temperament Matrix(TM) with the sixteen themes, Interaction Styles, the four-letter MBTI codes, and the type dynamics patterns represented by the type code. (The dominant is listed first, auxiliary second, tertiary third, and inferior fourth.)





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The Busy Woman's Daily Planner™ Personality Based Time Management Quick Quiz

Print out this page and circle your answers to find out what personality type you are.

1. Your friend comes for a visit and you serve coffee. When she is finished with her cup, she sets it on the coffee table.

Would you:
1. immediately whisk the cup to the kitchen, wash, dry, and put it away?
2. wait until she leaves, then take the cup to the kitchen, wash, dry and put it away?
3. take it to the sink on one of your passes through the living room and put it in the sink with the other dishes to be washed later?
4. not notice it again until your kid asks if he can take the mug to school to show and tell the slime mold growing in it?

circle one: 1 2 3 4

2. If you were to go to your closet right now you would find:

1. all of the clothes hung in categories of style then subdivided into sub-categories of color and length?
2. all of the clothes hung neatly from longer to shorter?
3. most of the clothes hung on hangers and closet hooks with no semblance of order?
4. half of the clothes hung and half strewn on the chair and floor?

circle one: 1 2 3 4

3. When someone is late it:

1. drives you crazy and puts you in a bad mood?

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2. drives you crazy but you quickly get over it?
3. is bothersome but you find other things to do while you wait?
4. never notice when others are late because you're always later?

circle one: 1 2 3 4

4. When you make plans to go somewhere new you:

1. carefully map out your route ahead of time making a contingency plan should the original go awry?
2. write the information down and look at it before you begin?

3. try to do things from memory and, if you find yourself lost, finally resort to looking at directions?
4. scribble directions on an empty gum wrapper or other scrap and forget them at home?

circle one: 1 2 3 4

5. When it comes to making lists, you:

1. have multiple lists going at any given time and feel a compulsion to get every single thing on them done?
2. write a daily "to do" list and become annoyed when plans are changed?
3. write things down on anything you can find including your hand?
4. never write anything down?

circle one: 1 2 3 4

Score:

If you got all or mostly 1's, you are Type A Compulsive.
If you got all or mostly 2's. you are Type A Casual.
If you got all or mostly 3's, you are Type B Motivated.
If you got all or mostly 4's, you are Type B Messy.

Now that you know what type you are, click here to find out more: Personality Based Time Management. After you're done reading that, go here to learn what pages to **START** with. Finally, when you're ready to order, go to Products from our home page to see what tools we've designed to help you "Simplify Your Life."

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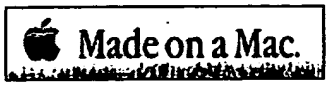

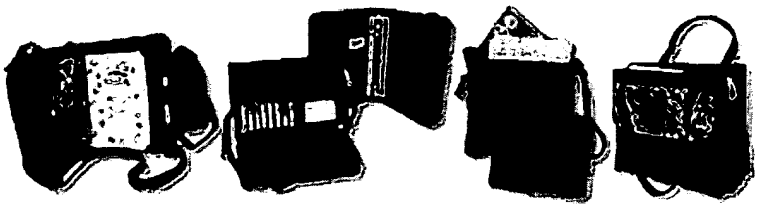

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Personality Based Time Management

Let's talk about personalities!

My name is Susie and I am a recovering **"type A compulsive."** If you are one, you'll know it after a brief description. I used to clean the house before anyone ate in the morning. I had the compulsion to keep things very clean ***all of the time***. There used to be boxes or buckets for everything. The diaper bag always had something to wipe dirty kid faces and hands with. I was **NEVER** late for anything unless there was an extreme emergency. Am I getting warm? Do you fit into this category?

If not, you might be the **"type A casual"** woman. My next phase of life developed after I moved for the first time. I could not possibly get everything done, so I left boxes that I didn't need right away in the garage. Trying to find a place for everything was not possible, so I went out and bought 3 bookcases to house as much as possible although there **STILL** was not a place for everything. So a few or more piles of papers and **STUFF** had to be left on a shelf here, counter there and I just didn't take the time to care. (Slowly over time, there became too many other things that were more important than keeping a perfect home.) Does **THIS** sound like you?

If you fit neither of the previous descriptions, you might be a **"type B woman."** Have you ever gotten frustrated because you could not get to your appointments on time know matter how hard you tried? Are you late because a friend stopped by to chat? (A chat with a friend is usually more important to the type B woman.) Did you get to some appointments on time, but found you had left the slip with all the much needed info on it, on the counter by the phone that you stopped to answer on your way out? Are you continuously making lists, only to lose them? Do you make whole hearted efforts to get things accomplished, but don't because of numerous distractions? I think you might just be a **"type B motivated"**!

If not, **"type B messy"** is our last option. Type B messies would usually love to be more organized, but just haven't

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found how to manage it. They are good in that people are often more important to them than cleaning, but they usually secretly wish that their lives were more in control. These women have homes that look like hurricanes have just blown through. If they have children, their clothes don't need to match. The kids just need to be dressed, **PERIOD**. Some women just aren't hung up about what others think or if their beds are made. They are however loyal friends.

This is personality based time management in the extreme. Some of each of these is a good thing. Tendencies are usually toward one side or the other though. Sometimes, women are a combined version of two of the above personality types and have come to be comfortable there. For those who are not satisfied, or need a little encouragement, I can try to help them find a happy medium. I offer many alternatives; Email support, (You may even call me if you don't want to wait for a reply.) IM support, home support (if you live in the area), all consisting of general moral support, which is most often all that is needed. Not many women have been taught or know how to give true moral support.

In addition, I carry products that help in teaching the "type A compulsives" to lighten up and the "type B messies" to tighten up. It often takes a month or so to get used to using a planner, but **WELL** worth the time if you would like to make your life simpler than it is now. Email me if you would like to ask some questions. I do not make judgments about anyone unless I have walked 10,000 miles in their shoes. I use my products and **LOVE** them. It is my desire that you would love them as well.

In closing, I am a servant of God who loves to encourage people. You'll sometimes hear me say what my mom said to me all of my life....."It's not easy, but this too shall pass." And one of my own..."Trials truly do build character, if you would only let them."

Blessings,

Susie

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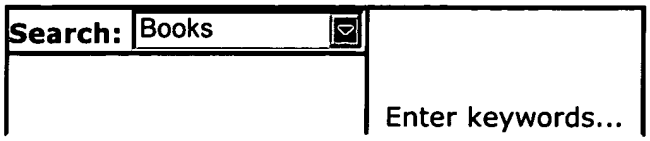

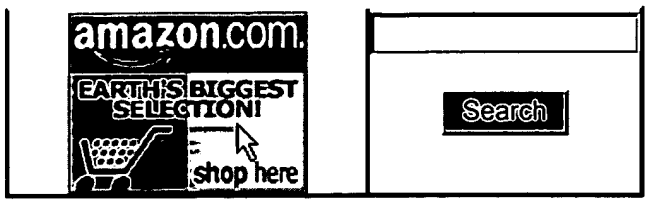

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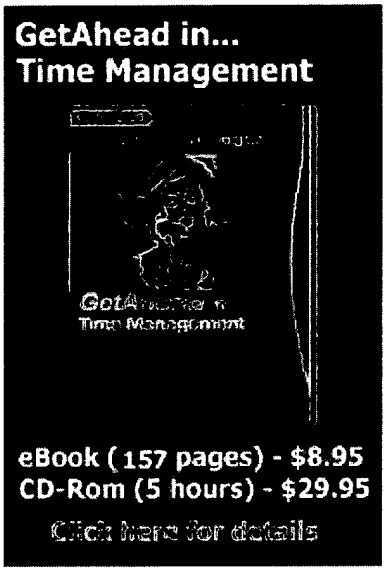

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Reactive work is driven by events and other people, whilst a proactive approach is one aimed at making things happen. Reactive work can be classified as the operational side of the operations and management split, whilst proactive represents the truly managerial component. There is a great deal of organizational pressure on managers to be responsive and short term in their thinking, often their superiors want instant reaction and quick results. Don't forget that people tend to do what they get rewarded for.

Being proactive is a far better time management skills approach than being reactive. This means anticipating events and being in a position to take appropriate action as soon as the right moment arrives. Proactive people look ahead and predict the likely outcome of events as they unfold.

Time Management Skills – Defining Your Goals

The next step is to select those ideas that you wish to address, and turn them into a goal linked to a specific deadline. Without a deadline a goal is often no more real than a new years resolution, and we all have experience of their level of success. A good idea is to create SMART goals. This acronym stands for Specific, Measurable, Agreed, Realistic and Time bound.

The process of turning an aspiration into a goal is crucially important to their achievement. It is the successful attainment of goals that will ultimately lead to your aspirations being achieved. It is the goals that represent concrete targets, which in turn will dictate your day-to-day activities. It is your goals that will help you, maybe even force you, to change your old time-wasting habits and develop effective time management skills.

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Time Management Skills – Planning Your Day

An essential time management skill is the ability to recognize the need to plan periods of time when you can concentrate on the main demands of your job. Few people even take time at the end of the previous day to plan what they want to achieve the following day. More typically they seek inspiration in their diaries or seek refuge in routine tasks, like reading their post and e-mail, and wait for the first meeting or interruption to set them on a path for the rest of the day.

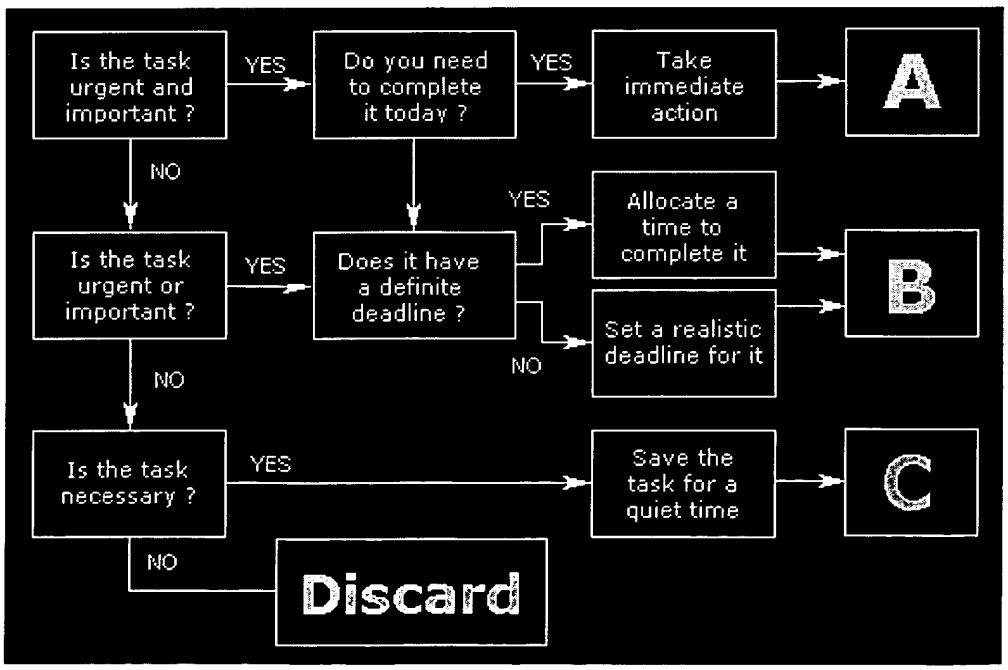
This lack of planning doesn't only apply to day-to-day activities. Few people have a monthly plan, long-term goals or a vision for the future. However planning nearly always tops the list when managers are asked what they need to make more time for.

People frequently refer to the sheer volume of interruptions that they suffer when trying to justify their lack of achievement. With an interruption occurring, on average, every 7 minutes, managers have to do their work between distractions. Whilst each interruption may not seem to take up much time, they can typically account for 25% of a working day and make it very difficult to address tasks that require concentrated effort.

The effect of allowing interruptions to continually distract you is likely to undermine your efforts to plan your working day. One solution is to batch up the interruptions that you cant avoid and to set aside time slots during your working day when you can break off and address them. For example, you could set aside 20 minutes before lunch and half an hour before the end of each working day to address all the interruptions that have occurred in each half of the day.

Time Management Skills – Urgency & Importance

The urgency/importance grid is an effective way of categorizing and prioritizing tasks (it is dealt with later in this tutorial). This gives rise to three different types of task A, B and C.



Type A tasks are those that are both important and urgent.
Type B tasks are those that are either important or urgent, but not both.

Type C tasks are those that are neither important nor urgent.

When it comes to scheduling tasks into your working day, the following guidelines should be borne in mind.

A-tasks. Try to complete a few of these urgent and important tasks each day.
B-tasks. These are likely to represent the majority of your work and should take up most of your day.
C-tasks. These low-priority tasks should be fitted into your schedule, as time allows.

A typical working day will include a mixture of all three types of task. It is good practice to address different types of task at various times of the day - rather than working through all the A-tasks, followed by the B-tasks, then the C-tasks. This will enable you to have periods of the day when you are concentrating intensely, followed by periods where you can address less demanding tasks.

Nearly everybody is subject to performance fluctuations throughout the working day. At certain times you will feel particularly energetic and alert, whilst at others you feel tired. If you can tune-in to your own daily cycles then you will be able to plan the optimum times at which to tackle the different types of task – another important time management skill.

Whilst there are some quite dramatic individual variations, the majority of people feel most energetic and alert during the middle to late morning period and again in the middle to late afternoon. Conversely, most people suffer troughs soon after lunch, and again towards the end of the day.

Time Management Skills – Effective Use of a Time Planner
A planner, or scheduler, is a centralized inventory of your known future commitments and your unfinished work. It should be organized systematically and held in one folder, or on a computer, so that authorized staff can see your future commitments. This enables teams to work more effectively together when scheduling or delegating work.

You need to control access to your planner carefully. Only trusted colleagues should have access to it; otherwise you may find yourself working around the needs of others, rather than the needs of your job. Don't be afraid to reschedule planned tasks for those with a higher priority, as and when these arise.

It is also important not to appear to have spare time in your schedule when you don't – this is often overlooked but is a vital time management skill. In particular, make sure that your schedule includes sufficient time for travel between appointments and a contingency for overruns, where this is likely. Also, include all batched activities like making outbound phone calls and any regular commitments such as monthly meetings.

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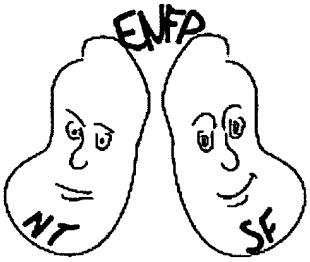
So what do all those cryptic MBTI code letters mean?



Before taking our informal online **personality test** (aka Cognitive Style Inventory) to verify your **Myers-Briggs** personality type, know that the best way to understand your personality or psychological type is to take an official **MBTI®** (**Myers-Briggs Type Indicator**) instrument from a professional who has met the standards necessary to be "qualified" to administer the test. An excellent resource for "qualified" persons is the **Association for Psychological Type.** Through their web site at www.aptinternational.org you can learn about APT chapters and members in your area.

Background

Over the sixty years since its inception in 1943, the MBTI or Myers-Briggs Type Indicator ® has evolved and been perfected through continual test research and development of ever more accurate questions. Many, many millions of people have taken the test (actually the Indicator is an inventory or psychological instrument rather than a test - as a test suggests right and wrong answers. **All** answer choices in the MBTI are equally desired). The MBTI research data base is huge. The subtle enhancements to recently released "M" edition of the inventory was the product of a landmark normative study involving thousands of people and over two years of work by a team of experts in the field of psychometrics (psychological testing).

Since it is considered a breach of professional ethics to administer an MBTI ® without person-to-person follow-up verification by a qualified practitioner, none of the "type" inventories on the Web are the "real thing." Yet the Web is replete with "inventories" that purport to measure personality type, psychological type or the 16 MBTI ® types (like the David Keirsey type-temperament indicator)! Besides only being approximations of the "real thing," I am aware of none that have met commonly accepted psychometric standards for reliability and validity. Bottom-line. While every inventory has room for improvement, the genuine MBTI is the "gold standard."

Recently, the instrument publisher, Consulting Psychologists Press (CPP, Inc.), has developed an online system for administering several inventories (including the MBTI ®) called the SkillsOne system. Although online providers exist, to my knowledge the publisher has yet

Get an Introduction to Myers-Briggs Personality Type

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Introduction to the Cognitive Style Inventory
This modest self-scoring inventory is **Not** a substitute for taking an MBTI ®. It is simply an introduction to *personality type or psychological type.* We hope it whets your appetite for learning more about the Myers and Briggs model of personality development and its message of increased human understanding.

The Style Inventory will allow you to *approximate* what are your MBTI Type preferences. After determining your 4 Type letters, you can jump to a number of links we have provided to help you get acquainted with the characteristics and indicators of the 16 types and verify if your type, as determined by this "unscientific" survey, seems to "fit" or not.

-- Ross Reinhold, INTJ

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revised 3/26/04 - *Ross Reinhold, INTJ*

Click Here for a basic introduction to the Myers-Briggs Personality Type system.

Preface

Determining one's natural Myers-Briggs type or cognitive style is frequently complicated by our life-long learning experiences. The classic question is: " Am I this way because I learned it or is this just the way I am?"

In reviewing the comparisons in our inventory, you may find yourself drawn equally to opposing choices. In such cases I suggest you try to think back to **how you were** before the age of 12 or even younger if you can recall. The rationale for this suggestion is the fact that by the time we are 3 years old, the core of our cognitive organization is well-fixed. . . although the brain continues to allow some plasticity until puberty.

After the onset of puberty, our adult learning begins to overlay our core personality - which is when the blending of nature and nurture becomes more evident. For some people, this "learning" serves to strengthen what is already there, but with others it produces multiple faces to personality. Discovering or rediscovering this innate core of yourself is part of the journey of using personality type to enrich your life.

Q1. Which is your most natural energy orientation?

Every person has two faces. One is directed towards the OUTER world of activities, excitements, people, and things. The other is directed inward to the INNER world of thoughts, interests, ideas, and

imagination.

While these are two different but complementary sides of our nature, most people have an innate preference towards **energy** from the either the OUTER or INNER worlds. Thus one of their faces, either the ***Extraverted*** (E) or ***Introverted*** (I), takes the lead in their personality development and plays a more dominant role in their behavior.

Extraverted Characteristics	Introverted Characteristics
• Act first, think/reflect later • Feel deprived when cutoff from interaction with the outside world • Usually open to and motivated by outside world of people and things • Enjoy wide variety and change in people relationships	• Think/reflect first, then Act • Regularly require an amount of "private time" to recharge batteries • Motivated internally, mind is sometimes so active it is "closed" to outside world • Prefer one-to-one communication and relationships

▶ Choose which best fits: ☐ **Extraversion (E)** or ☐ **Introversion (I)**

Q2. Which way of Perceiving or understanding is most "automatic" or natural?

The **Sensing** (S) side of our brain notices the sights, sounds, smells and all the sensory details of the PRESENT. It categorizes, organizes, records and stores the specifics from the here and now. It is REALITY based.

The **Intuitive** (N) side of our brain seeks to understand, interpret and form OVERALL patterns of all the information that is collected and records these patterns and relationships. It speculates on POSSIBILITIES, including looking into and forecasting the FUTURE. It is imaginative and conceptual.

While both kinds of perceiving are necessary and used by all people, each of us instinctively tends to favor one over the other.

Sensing Characteristics	Intuitive Characteristics
• Mentally live in Present • Being practical and using common sense solutions is automatic-instinctual. • Memory recall is rich in detail of facts and past events • Best improvise from past experience • Like clear and concrete information; dislike guessing when facts are "fuzzy"	• Mentally live in the Future • Using imagination and creating/inventing new possibilities is automatic-instinctual. • Memory recall emphasizes patterns, contexts, and connections • Best improvise from theoretical understanding • Comfortable with ambiguous, fuzzy data and with guessing its meaning.

▸ Choose which fits best: ☐ **Sensing (S)** or ☐ **iNtuition (N)**

Q3. Which way of forming Judgments and making choices is most natural?

The **Thinking** (T) side of our brain analyzes information in a DETACHED, objective fashion. It operates from factual principles, deduces and forms conclusions systematically. It is our logical nature.

The **Feeling** (F) side of our brain forms conclusions in an ATTACHED and somewhat global manner, based on likes/dislikes, impact on others, and human and aesthetic values. It is our subjective nature.

While everyone uses both means of forming conclusions, each person has a natural bias towards one over the other so that when they give us conflicting directions - one side is the natural trump card or tiebreaker.

Thinking Characteristics	Feeling Characteristics
• Instinctively search for facts and logic in a decision situation • Focus on tasks and work to be accomplished • Easily able to provide an objective and critical analysis • Accept conflict as a natural, normal part of relationships with people.	• Instinctively employ personal feelings and impact on people in decision situations • Being sensitive to people needs and reactions is a prime consideration. • Naturally seek consensus and popular opinions • Unsettled by conflict; have almost a toxic reaction to disharmony.

▸ Choose which fits best: ☐ **Thinking (T)** or ☐ **Feeling (F)**

Q4. What is your action orientation towards the outside world?

All people use both *judging* (thinking and feeling) and *perceiving* (sensing and intuition) processes to store information, organize our thoughts, make decisions, take actions and manage our lives. Yet one of these processes (Judging **or** Perceiving) tends to take the lead in our relationship with the outside world while the other governs our inner world.

A **Judging** (J) style approaches the outside world WITH A PLAN and is oriented towards organizing one's surroundings, being prepared, making decisions and reaching closure and completion.

A **Perceiving** (P) style takes the outside world AS IT COMES and is adopting and adapting, flexible, open-ended and receptive to new opportunities and changing game plans.

Judging Characteristics	Perceiving Characteristics
• Plan many of the details in advance before moving into action. • Focus on task-related action; complete meaningful segments before moving on. • Work best and avoid stress when keep ahead of deadlines. • Naturally use targets, dates and standard routines to manage life.	• Comfortable moving into action without a plan; plan on-the-go. • Like to multitask, have variety, mix work and play. • Naturally tolerant of time pressure; work best close to the deadlines. • Instinctively avoid commitments which interfere with flexibility, freedom and variety

▶ Choose which fits best: ☐ **Judging (J)** or ☐ **Perceiving (P)**

Summary

What are Your Preferences?

☐ **Extraversion (E)**	or	☐ **Introversion (I)**
☐ **Sensing (S)**	or	☐ **intuition (N)**
☐ **Thinking (T)**	or	☐ **Feeling (F)**
☐ **Judging (J)**	or	☐ **Perceiving (P)**

What are Your 4 Myers-Briggs Type Letters?

Further Verification

- Find the type letters matching what you determined to be your preferences in the table below. Clicking on them will take you to Paul Tieger and Barbara Barron-Tieger's website, *PersonalityType.com* for a description of characteristics and "markers" of that type. The pages also provide information on career planning and development.
- If the descriptions from your first choice don't seem to accurately describe you, the Tieger's recommend that you look again at the four preference pairs and select the opposite characteristic in the area/areas in which you may have been unsure. Then, read the new profile and see if it describes you better. For some people, this process simply takes a little longer than it does for others.

Get an Introduction to Myers-Briggs Personality Type

Index to Articles on the MBTI & Personality Type

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ISTJ	ISTP	INFJ	INTJ

ESTJ	ESTP	INFP	INTP
ISFJ	ISFP	ENFP	ENTP
ESFJ	ESFP	ENFJ	ENTJ

Books on Type

Visit the bookstore of the Center for Applications of Psychological Type - www.capt.org

- Other useful ways of verifying your Personality Type are reading a number of excellent books on the subject. A good first reference is Isabel Myer's "*Gifts Differing*."

Reminder: *The most accurate type score will be from an an official Myers-Briggs Type Indicator (the **MBTI®** inventory) administered by a professional who has met the standards necessary to be "qualified" to use the inventory.*

Return to the Introduction to Personality Type Page

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